

**TOWN OF WEARE
BENEFIT REVIEW COMMITTEE
MEETING MINUTES
October 12, 2007**

The meeting was called to order by Naomi @8:04 A.M.

In attendance: Naomi, Flo, Tom, Joan and Paul

Paul made a motion which Flo seconded to accept the minutes of September 27th meeting. All in favor.

Naomi handed around copies of two different options that she obtained from Healthsource through the Local Government Center. Option 1 would give the employee a benefit of 60% of weekly earnings to a maximum of \$850. Option 2 would give the employee a benefit of 66 2/3% of weekly earnings to a maximum of \$950. The committee wanted Naomi to get a little more information like:

1. Are there a certain number of employees that have to enroll to be eligible for these rates? All, a few or 50% of employees?
2. Can any new hires take this benefit only until such time that the 90 day maximum sick time is reached? Like for the first 6 years?
3. If you use some of your 90 days of sick time, can you take then obtain this benefit until such time that you reach the 90 days? In other words join or rejoin at any time during the year.

Flo stated that she should also have some of these answers from the Watson Insurance Company to compare prices.

Tom then wanted feedback from the committee to see how the Board of Selectmen should get this package passed, should it be a separate article or should it be part of the proposed operating budget? The consensus of the committee was that it should be on its own stand alone warrant article. The committee also realizes that selling this will be very important to the success of it.

Paul stated that the Library Trustees were looking over the spreadsheet and feel that some of the positions pay is a little off. For instance, Cora Ciampi would only get a 0.01 cent raise (about \$20 per year) at step 12. The board felt that had to be looked at. The other issue Paul raised was that some of the starting wages are very low. The suggestion was to find other full time Libraries similar to Weare. While on the topic of the spreadsheet, Naomi said she will check with Tina Pelletier to make sure and correct her line with the new rate & job title.

Our next meeting will be on Wednesday, November 7th at 8:00 AM.

Naomi made a motion to adjourn @9:15 AM, seconded by Flo. All in favor.

A True Record
Naomi L. Bolton
Acting Secretary

